

Contract No: 1748

A G R E E M E N T

BETWEEN

THE COUNTY PROSECUTOR OF ESSEX COUNTY

AND

THE ESSEX COUNTY PROSECUTOR'S DETECTIVES
AND INVESTIGATORS ASSOCIATION

(July 1, 1989 through December 31, 1991)

TABLE OF CONTENTS

| | | <u>Page</u> |
|----------|--|-------------|
| Preamble | | 1 |
| Article | I: Recognition and Scope..... | 1 |
| Article | II: Rights and Responsibilities of the Prosecutor and the Board of Chosen Freeholders..... | 2 |
| Article | III: Discrimination and Coercion..... | 2 |
| Article | IV: Collective Negotiations Procedure..... Association Membership Dues..... | 2 |
| Article | V: Grievance Procedure..... | 3 |
| Article | VI: Salaries..... | 5 |
| Article | VII: Additional Compensation..... | 5 |
| Article | VIII: Longevity..... | 6 |
| Article | IX: Vacations..... | 6 |
| Article | X: Health Benefits..... | 6 |
| Article | XI: Health Insurance for Retirees..... | 7 |
| Article | XII: Employee Development Fund..... | 8 |
| Article | XIII: Employee Liability..... | 9 |
| Article | XIV: Implementation of Arbitration Award - Work Schedule..... | 10 |
| Article | XV: Hours of Work..... | 10 |
| Article | XVI: Overtime..... | 10 |
| Article | XVII: Automobile Expenses..... | 12 |
| Article | XVIII: Sick Leave..... | 13 |
| Article | XIX: Maternity Leave..... | 13 |
| Article | XX: Holidays..... | 14 |
| Article | XXI: Personal Leaves..... | 15 |

TABLE OF CONTENTS (Continued)

| | <u>Page</u> |
|---|-------------|
| Article XXII: Clothing Replacement..... | 15 |
| Article XXIII: General Provisions..... | 16 |
| Article XXIV: Personnel Files..... | 16 |
| Article XXV: Work Incurred Injury..... | 17 |
| Article XXVI: Maintenance of Standards..... | 17 |
| Article XXVII: Term of this Agreement..... | 18 |
| Article XXVIII: Civil Service Rules..... | 18 |
| Article XXIX: Killed in Line of Duty..... | 18 |
| Article XXX: Savings Clause..... | 19 |

AGREEMENT BETWEEN THE COUNTY PROSECUTOR OF ESSEX COUNTY
AND
THE ESSEX COUNTY PROSECUTOR'S DETECTIVES
AND INVESTIGATORS ASSOCIATION

(July 1, 1989 through December 1, 1991)

THIS AGREEMENT made and entered into this 27th day of November, 1990, by and between the County Prosecutor of Essex County (hereinafter "Prosecutor") and the Essex County Prosecutor's Detectives and Investigators Association (hereinafter sometimes referred to as the "Association").

Preamble

THIS AGREEMENT has as its purpose the promotion and maintenance of a harmonious relationship between the Prosecutor and the members of the Association in order to assure the continued efficient and progressive service to the public by the Office of the Prosecutor of Essex County, New Jersey.

Article I: Recognition and Scope

Section 1: The Prosecutor hereby recognizes the Association as the exclusive representative of all County Detectives and Investigators employed in the Office of the Prosecutor of Essex County for the purpose of collective negotiations under and pursuant to Chapter 303, Laws 1968 (N.J.S.A. 34:13A-1 et seq.) with respect to salary, hours and other terms and conditions of employment in the negotiating units described below:

All Investigators and Detectives of the
Essex County Prosecutor's Office.

Section 2: Unless otherwise indicated, the terms "employee" and "member" are used interchangeably in this Agreement, either of which terms refers to a person or persons represented by the Association in the above-defined negotiation unit.

Article II: Rights and Responsibilities of the Prosecutor
and the Board of Chosen Freeholders.

Section 1: In order to administer effectively the affairs of the Prosecutor's Office and to serve properly the public, the Prosecutor hereby reserves and retains, as public employer, all the powers, rights, authority, duties and responsibilities conferred upon and vested in the Prosecutor by law prior to the signing of this Agreement.

Section 2: Nothing contained in this Agreement shall operate to deny or to restrict the Board of Chosen Freeholders of the County of Essex in the exercise of any and all rights, responsibilities and authority conferred upon and vested in them by law prior to the signing of this Agreement.

Article III: Discrimination and Coercion

There shall be no discrimination, interference or coercion by the Prosecutor or anyone acting on behalf of the Prosecutor against the members represented by the Association because of membership or activity in said Association. The Association shall not intimidate or coerce employees of the Prosecutor into membership. Neither the Prosecutor nor the Association shall discriminate against any employee because of race, creed, age, color, sex or national origin.

Article IV Collective Negotiations Procedure

Section 1: Collective negotiations with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized representative.

Section 2: Collective negotiating meetings shall be held at the request of the Prosecutor or the Association at times and places mutually convenient.

Section 3: Members of the Association who may be designated to participate in meetings scheduled for the purpose of the negotiation of a collective negotiation agreement will be excused from their work assignments without loss of pay or without loss of compensatory time, if any shall have been approved.

Section 4: Association membership dues will be included in payroll deductions.

Article V: Grievance Procedure

Section 1: Definitions

A grievance shall be defined as a complaint by a member or group of members of the Association.

Class A grievance shall be defined as a complaint that there has been a misapplication, misinterpretation or violation of a term or condition of this Agreement.

Class B grievance shall be defined as a complaint that there has been a misapplication, misinterpretation or violation of a policy or administrative decision.

The term "member" shall mean any regularly employed individual covered in Article I (Recognition and Scope"), supra.

The term "representative" shall include any organization, agency and person authorized or designated by any member or group of members or by the Prosecutor to act on his or their behalf and to represent him or them.

The term "immediate" superior shall mean the person to whom the aggrieved member is directly responsible.

Section 2: Procedure

Step 1: Within ten (10) working days of its occurrence, the matter shall be reduced to writing on an approved grievance form and submitted to the immediate superior who shall respond no later than five (5) working days from receipt of the written grievance.

Step 2: In the event the grievance is not resolved at Step 1, then the matter may be appealed in writing to the Chief of either Detectives or Investigators, which ever shall be designated by the Prosecutor. The Chief of Detectives or Investigators shall have ten (10) working days in which to respond.

Step 3: In the event the grievance is not resolved at Step 2, then the matter may be appealed in writing to the Prosecutor. The Prosecutor shall have ten (10) working days in which to respond.

Step 4: In the event the grievance is not resolved at Steps 1, 2 and 3 above, and provided the grievance is a Class A grievance, the Association and only the Association may submit the matter to binding arbitration in accordance with the procedures of the New Jersey State Board of Mediation. The written request for arbitration by the Association must be filed with the Board of Mediation and a copy served upon the Prosecutor no later than ten (10) working days from the receipt of the Prosecutor's response at Step 3.

- a. Lack of response at any step within the time allotted shall be deemed to be a denial of the grievance at that step.
- b. Written dispositions of all grievances shall be forwarded to the Association.
- c. In the event of arbitration, the costs of the arbitrator's services shall be shared equally by the parties, except that late cancellation fees shall be the sole responsibility of the party requesting the postponement.
- d. Time limits shall be strictly adhered to and a grievance not raised or processed within the time allotted shall be deemed to be abandoned unless the party to whom the grievance is submitted shall determine to waive the violation of the time limitations.
- e. All documents, communications, or records dealing with a grievance, except if final determination is one of guilty, shall not be filed in any member's personnel file.
- f. All meetings and hearings pursuant to this procedure shall not be conducted in public and shall only be attended by the parties in interest and authorized representatives and witnesses while testifying.

Article VI: Salaries

Section 1: All employees covered under this agreement shall receive increases to their base annual pay arrived at by applying the following percent increases to the maximum salary for their job title as that salary is constituted on the following dates:

| | |
|------------------------------|----|
| Effective December 1, 1989 - | 4% |
| Effective July 1, 1990 - | 4% |
| Effective January 1, 1991 - | 4% |
| Effective July 1, 1991 - | 3% |

Section 2: In calculation of the above wage increases it is understood and agreed that all employees not at maximum pay may, in addition to the percent raise of the maximum salary indicated above, be awarded additional compensation on the basis of merit for any amount not to exceed the maximum amount per attached schedule. Said schedule is annexed hereto and incorporated herein as if set forth at length. The Prosecutor will set the amount of additional compensation to be awarded to each qualifying person.

Section 3: Effective as of the signing of this contract by the Prosecutor and the Association, any employee designated by the Prosecutor or the Chief of either Detectives or Investigators to assume the job and responsibility of a superior and who performs such work (for a period in excess of twenty (20) continuous work days) shall be paid at the step rate of the superior's rate of pay just next above the designated employee's rate.

Section 4: Employees who sever employment with the County prior to the execution of this Agreement will not be included in this wage increase, with the exception of retirees and deceased employees. In the later case, payment will be made to the estate of the deceased employee.

Article VII: Additional Compensation

Section 1: Compensation for special shift duty will be paid to any member required to work a tour of duty other than the customary 8:30 a.m. to 4:00 p.m. workday. This section refers to a total shift change; i.e., 4:00 p.m. to 11:30 p.m. Said compensation will consist of an hourly rate fifteen (15) percent higher than that existing under the regular salary provisions contained herein. This section does not pertain to overtime worked on a daily basis.

Section 2: Any employee who has attained a minimum of sixty (60) college credits, in a fully accredited college shall re-

ceive a sum of \$1,208 per year. Any employee who has satisfactorily attained a minimum of thirty (30) college credits under the same terms and conditions as set forth herein shall receive a sum of \$ 604 per year.

Section 3: County will institute a payroll holdback not to exceed one week.

Article VIII: Longevity

Section 1: Pursuant to the Resolution of the County dated July 25, 1974, the Longevity Increment Program will be continued in effect for all employees on the payroll as of December 31, 1974.

Section 2: All Longevity increments due shall be calculated on the basis of the regular increment in effect on December 31, 1975, or whatever other date can be mutually agreed between the parties.

Section 3: Longevity increments will be paid as heretofore, namely beginning with the pay period following the anniversary date of employment.

Section 4: Nothing contained in the above section shall preclude the right of the Association to bargain for Longevity for employees presently not eligible for same. If during the life of this agreement, certain members of the Association do become entitled to Longevity pay, the remainder of the provisions of this Article will be adjusted according to whatever agreement shall be reached.

Article IX: Vacations

Section 1: Vacations shall be granted to members of the Association as follows:

First year of employment: 1 day for each month of employment.

During second year and up to and through ten years of employment: Three weeks

After ten years and up to and through fifteen years of employment: Four weeks

After fifteen years of employment: Five weeks

Section 2: Effective January 1, 1986, Detectives and Investigators may carry vacation time or a portion thereof over

from year to year with good cause shown at the discretion of the Prosecutor, not to exceed three (3) weeks vacation time.

Article X: Health Benefits

Section 1: Hospitalization and medical-surgical (Blue Cross and Blue Shield) and Major Medical Insurance shall be provided. The insurance and premium payment therefor shall cover the employee and eligible family members as defined in the existing health benefits program applicable to Essex County employees.

Section 2: The prepaid drug prescription plan now in existence shall be continued during the term of this contract.

Section 3: The intentment of the parties is acknowledged to be that employees and eligible family members shall also receive the benefit of any changes in health benefits that may occur during the term of this Agreement with respect to any other County employees, by virtue of any change in State or County law.

Section 4: The County reserves the right to change, without negotiation, the manner in which Health Benefits are provided as long as such benefits are not reduced.

Article XI: Health Insurance for Retirees

Effective January 1, 1988, there shall be an employee development fund available for qualifying retirees, covered by the recognition clause of the collective bargaining agreement subject to the following terms and conditions:

- A. Eligibility: Employees must have been actively employed for the County of Essex on or after January 1, 1987; and must retire on either a disability pension or after 25 years or more service in police service, the last ten (10) of which shall be with the County, or retire and reach the age of 62 years or older with at least 15 years of service with the County. This benefit will only be provided for those retirees meeting the aforeslated eligibility requirements who do not have hospitalization insurance coverage from another source, and eligible retirees shall cooperate in good faith with the County to verify

that no other source of insurance coverage is provided for them.

- B. Fund: This fund shall become effective January 1, 1988, payments from the fund shall be made on December 31st, if the qualifying retiree has submitted acceptable proof of purchase of health insurance for that calendar year. The County shall be obligated to pay a maximum of \$600.00 per year per qualifying retiree unless the cost of the health insurance purchased by the retiree is less, in which case the payment from the fund shall be in the same amount.

In no event, however, shall the total contribution by the County to all qualifying retirees exceed half of one percent of the total base salaries paid to all detectives and investigators covered by the terms of this agreement, during any calendar year in which this plan is in effect.

In the event that the amount of this stipend is reduced or even eliminated in subsequent agreements, the change in practice shall apply to those persons already retired.

- C. Duration: This stipend for those retirees who qualify shall only be provided until the eligible retiree reaches age 65.

Article XII: Employee Development Fund

Section 1: The County of Essex shall pay the sum of two hundred dollars (\$200.00) per unit employee towards the Essex County Prosecutor's Detectives and Investigators Employee Development Fund for the purposes not covered by the collective bargaining agreement between the parties (i.e., eyeglasses, medical physical examination, etc.).

Section 2: The number of unit employees shall be determined as of April 1, 1990, and each April 1st thereafter. The appropriation for 1990 shall be paid to the aforesaid Association no later than the first pay period in April of each calendar year thereafter.

Section 3: The Association will establish a separate trust account with a local financial establishment solely responsible for the administration and disbursement of said fund.

The Association, through the establishment of a trust account agrees to completely indemnify the County of Essex from all responsibility of the operation of the fund.

Article XIII: Employee Liability

Section 1: Whenever any civil action has been or shall be brought against any employee covered by this Agreement for any act or omission arising out of and in the course of and within the scope of the performance of the duties of such office, position or employment, all costs of defending such action shall be defrayed, including reasonable counsel fees and expenses, together with costs of appeal, if any, and all employees covered by this agreement shall be saved harmless and protected from financial loss resulting from any such civil action.

Section 2: The obligation set forth in this Article shall be limited to those cases where:

- a. The employee was acting in a matter in which the Office of the Prosecutor of Essex County had an interest; and
- b. The employee was acting in the discharge of a duty imposed or authorized by law; and
- c. The employee is a named defendant in a matter pending before a court of competent jurisdiction; and
- d. The employee was acting in good faith.

Section 3: In the event the employee seeks reimbursement for legal fees for the defense of the aforesaid matter, the employee must first arrange with the Prosecutor the reasonable costs of such fees before any liability may be imposed.

Section 4: Should any criminal action be instituted against employees entitled to defense in civil actions according to the foregoing sections for any such act or omission arising out of his employment with the Prosecutor's Office, and should such proceeding be dismissed or result in a final disposition in favor of such person, he shall be reimbursed for

the cost of defending such proceedings, including reasonable counsel fees and expenses of the original hearing or trial and all appeals.

Article XIV: Implementation of Arbitration
Award = Work Schedule

In accordance with the arbitration award dated June 9, 1980, rendered by Mr. Rodney V. Dennis, arbitrator designated by the Public Employment Relations Commission in the matter of the arbitration between the County of Essex and the Prosecutor's Detectives and Investigators Association and the Superior Officers - County Detective Association (Docket Nos. 1A-80-11 and 1A-80-12), all employees who were on the payroll of the Prosecutor's Office as of January 31, 1972, without a break in service to January 1, 1978, shall be credited with 25 days in a terminal leave bank, to be paid upon retirement, death or separation at the salary level in effect at the time of such retirement, death or separation. Additionally, each employee on the payroll as of January 31, 1972, without a break in service to January 1, 1978, shall receive fifteen non-forfeitable compensatory days to be taken in future years. If not taken, upon separation, retirement or death, the remaining days will be compensated as aforesaid.

Article XV: Hours of Work

A normal work day for all members of the Association shall be seven and one-half hours a day. Specifically, the work day shall commence at 8:30 a.m. and shall conclude at 4:00 p.m.

Article XVI: Overtime

Section 1: a. Overtime to be effective July 1, 1983.
b. Overtime at the rate of one and one-half times base salary (exclusive of longevity and education pay) shall be paid whenever any employee works more than 7 1/2 hours per day. The reference to 7 1/2 hours per day is solely for the purpose of overtime. Only overtime which is approved and verified by a supervisor or assistant prosecutor will be paid.

Section 2: Any employee assigned to work on Saturdays or Sundays will be paid one and one-half times base salary for

hours worked. Any employee assigned to work on a legal holiday or a day declared to be a holiday by the Board of Chosen Freeholders of the County of Essex, Congress or the Governor shall receive an extra day's pay for each holiday worked or an extra day's compensatory time for each holiday worked. The choice to be the employee's.

Section 3: Any employee covered under this Agreement who is assigned to stand by; i.e., to remain available and subject to call for duty while off duty, shall be compensated at the rate of two (2) hours per day at one and one-half times base pay when so assigned on weekdays (8:30 a.m. on Monday through 8:30 a.m. on Saturday) and four (4) hours per day at one and one-half times base pay when so assigned on Saturdays, Sundays or holidays. If employee is actually called for duty he shall be compensated at one and one-half times base pay for such time spent on duty. If hours actually worked are less than stand by time, stand by time will prevail.

Section 4: A maximum of forty (40) hours overtime per month will be paid overtime. Any overtime over and above forty (40) hours will be compensatory time at one and one-half times to be accumulated year to year.

Section 5: Overtime is to be approved by supervising assistant prosecutor or supervising superior officer before work is performed or, for good cause shown, after performance. The Prosecutor may also personally approve overtime for all personnel.

Section 6: Overtime for two man security detail - 4:00 p.m. to 8:00 p.m. - will be compensated time and one-half, compensatory time only, plus meal money. Any time worked on this detail beyond 8:00 p.m., will be compensated as paid overtime. This overtime must be approved by the Chief of Detectives or Investigators. This detail will be the only exception to overtime as previously described in this agreement.

Section 7: All members of the investigative staff working more than seven and one-half hours on a regular working day, or on Saturdays, Sundays, holidays, or stand by time, must submit a certified Overtime Report to the Chief of either Detectives or Investigators, whichever is designated by the Prosecutor, on the next regular working day.

Section 8: Such report must be properly certified by the superior officer or assistant prosecutor who authorized the overtime. Authorization to work overtime hours must be obtained from a superior prior to working overtime. Reasonable exceptions to such prior authorization where time is of the essence will be permitted.

Section 9: The overtime assignment must be briefly described in space allocated on the Overtime Report.

Section 10: A separate Overtime Report must be submitted for each day on which a staff member worked overtime.

- Section 11:
- a. Compensatory time at one and one-half hours for every hour worked may be taken in lieu of paid overtime.
 - b. Compensatory time may be taken at any time during employment subject to the prior written authorization of the Prosecutor. However, written approval of a request for compensatory time to be taken for two days or less may be given by the superior of the employee upon reasonable oral notice.
 - c. The Prosecutor's approval or disapproval is final and is not subject to appeal or review by the requesting detective or investigator or anyone on his behalf.

Section 12: It is agreed further that if Court hours and/or work days are extended on a uniform and regular basis by Order of the Assignment Judge or the Prosecutor this Agreement shall be open for negotiation.

Article XVII: Automobile Expenses.

Section 1: Members shall, as a condition of continued employment, make available an automobile in proper working order in connection with their employment. It shall be required that such automobiles be used for both in and out of County travel.

Section 2: A reimbursement in the sum of \$200 per month shall be paid to the members for the purpose of defraying the costs of fuel, insurance, repairs and depreciation of the vehicle. This reimbursement shall be paid no later than the fourth Thursday of each month.

Section 3: Pursuant to County regulation and State statute, the member may be required to submit a voucher on a monthly basis, but the voucher shall not specify mileage.

Section 4: In the event a member works less than fifteen(15) days in any month, the payment for the month shall be reduced by \$7.50 for each working day less than fifteen.

Section 5: The employee or member shall receive \$.22 a mile for out-of-County mileage. The vouchering for same in addition to the stipend set forth in Section 2, supra, shall continue.

Article XVIII: Sick Leave.

The sick leave policy established by the County of Essex shall be continued during the term of this Agreement except that it shall be modified as follows:

- a. During the first twelve months of employment, sick time will be earned at a rate of one day per month, or twelve days. Unused sick time shall accumulate without limitation.
- b. Employees of the Prosecutor's Office shall be permitted twenty (20) sick days each year, after the first year of employment.
- c. Upon retirement from the County of Essex, an employee is eligible to receive full pay for their final work period and any accumulated vacation days. Pay for accumulated sick days will be at one (1) day for every five (5) days accumulated to a maximum of forty-five (45) days.

Article XIX: Maternity Leave

A. Maternity/Disability

1. Sick leave, with pay, may be taken for a period approved by the Prosecutor for a period of up to the number of accumulated sick days and for which the employee is medically unable to work as verified by the treating physician and provided within.
2. When accrued sick leave is exhausted, accumulated vacation time, personal leave and compensatory time may also be utilized. For such leave, the employee shall, whenever possible, submit a written request to her supervisor for Maternity/Disability Sick leave, with verification by her physician that she is medically unable to work for the period requested, at least three (3) months before the intended leave.
3. When returning from such leave, the employee shall submit to her supervisor medical certification stating her fitness to resume her normal job duties. If an employee wishes to return from Maternity/Disability Sick leave prior to the originally scheduled return date, an employee should submit a written request to her supervisor.

B. Maternity/Child Care

1. Leave, without pay, may be honored when warranted by the Prosecutor for a period of

three (3) months. A leave of absence may subsequently be renewed thereafter for three (3) month intervals, not to exceed nine (9) months.

2. Written request with written verification of pregnancy from the employee's attending physician must be submitted to the employee's supervisor, whenever possible, at least three (3) months before the intended leave.
3. Employees granted leave of absence without pay, shall have annual sick leave and vacation credit, reduced on a prorated basis every full month that the employee is on such leave without pay.
4. Requests for extension of any such leave must be submitted in writing to the employee's supervisor with reasons for the extension accompanied by verification from her attending physician. This request will be forwarded to the Prosecutor for final approval.

Article XX: Holidays

Section 1: Employees shall be granted the following paid holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. Election Day
11. Veteran's Day
12. Thanksgiving Day
13. Friday after Thanksgiving Day
14. Christmas Day

In addition, at the discretion of the Prosecutor, employees may be granted any other days declared to be holidays by proclamation of the President or Governor.

Section 2: Whenever any of the holidays enumerated above fall on a Sunday, the following Monday shall be observed as the official holiday. Whenever any of the holidays described above fall on a Saturday, the Friday immediately preceding shall be observed as the official holiday.

Article XXI: Personal Leaves.

Section 1: Military Leave shall be provided pursuant to New Jersey Civil Service Personnel Manual (Local Jurisdiction) Part 17-3, "Military Leave" and said part is hereby incorporated herein by reference.

Section 2: Although the Association is not affiliated with any state or national police association, this Agreement will not in any way prevent this Association's affiliation with any such group. If any such affiliation is made the provisions of N.J.S.A. 11:26C-4 will be in order, i.e., leave will be provided for the President of the Association and two delegates to be selected by the President for attendance at any state or national conventions. Leave for attendance at other conventions and/or seminars shall be provided in accordance with the present prevailing practice within the Essex County Prosecutor's Office.

Section 3: Time off, other than sick leave, vacations, holidays or military leave, may be honored when warranted by the County Prosecutor. For a leave without pay, the employee shall submit a written request to his supervisor at least thirty (30) days in advance stating the reason for the request and the time required except in emergency circumstances. This request will be forwarded to the Essex County Prosecutor and promptly answered. If the employee's required absence exceeds the normal pay period, the employee shall be required to make suitable arrangements for pension payments, insurance, hospitalization and other matters required during the leave period.

Section 4: Each employee shall be entitled to an allowance of three (3) Administrative Leave days upon written request to and the approval of the Prosecutor or his designee.

Section 5: Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of spouse, child, parent, step-parent or legal guardian, mother-in-law, father-in-law and any other family member living within the household, and up to three (3) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of sister, brother or grandparent. Said days are exclusive of Administrative Leave days.

Article XXII: Clothing Replacement

If an employee's clothing is torn or otherwise damaged in the line of duty, said clothing shall be replaced at County expense upon the presentation of an appropriate voucher.

Article XXIII: General Provisions

Section 1: This Agreement constitutes the complete and final understanding and resolution of the parties of all negotiable issues which were or could have been the subject matter of negotiations between the parties. During the life of this Agreement, neither party shall be required to negotiate with respect to any such matter, whether or not covered by this Agreement or whether or not within the knowledge or contemplation of either or both parties at the time they negotiated and executed this Agreement.

Section 2: If any provisions of this Agreement or application of this Agreement to any employee or employees covered hereunder is held invalid by operation of law, by legislative Act or by a Court or other tribunal of competent jurisdiction, such provisions shall be inoperative but all other provisions contained herein shall not be affected thereby and shall continue in full force and effect.

Article XXIV: Personnel Files

Section 1: A separate personal history file shall be established and maintained for each employee covered by this Agreement; personal history files are confidential records and shall be maintained in the office of the Prosecutor.

Section 2: Any member of the bargaining unit may review his personal file upon request.

Section 3: Whenever a written complaint concerning an employee herein or his actions is to be placed in his personnel file a copy shall be made available to him, and he shall be given the opportunity to rebut it if he so desires and he shall be permitted to place said rebuttal in his file.

Section 4: All personal history files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom without the employee's permission.

Section 5: An employee shall be entitled to photocopy any portion of his file upon request, at the employee's expense.

Section 6: Phone numbers and addresses of members of the Association shall be confidential and shall not be kept in view of the public. No one shall be permitted to disclose phone numbers of the employees to anyone not in the Prosecutor's Office.

Article XXV: Work Incurred Injury

Section 1: Where an employee covered under this Agreement suffers a work-connected injury or disability, the employer shall continue such employee for one year at full pay, during the continuance of such employee's inability to work. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid over to the Employer in an amount not to exceed the employee's net pay.

Section 2: The employee shall be required to present evidence by a certificate from a responsible physician that he is unable to work. The employer may require the said employee to present an additional certificate from a physician of the employer's selection.

Section 3: In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the employer or by its insurance carrier, then, and in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation or by the final decision of the last reviewing court, which shall be binding upon both the parties.

Section 4: For the purpose of this Article, injury or illness incurred while the employee is acting in any employer authorized activity, shall be considered in the line of duty.

Section 5: In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as an injury on duty, the parties agree to be bound by the decision of an appropriate Workers' Compensation Judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.

Section 6: An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or sick leave occasioned under the terms of the sick leave policy heretofore agreed upon between the parties.

Article XXVI: Maintenance of Standards

Section 1: The Prosecutor agrees that all benefits, terms and conditions of employment relating to the status of the Association members, which benefits, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in

effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Agreement.

Section 2: Unless a contrary intent is expressed in this Agreement, all existing benefits, rights, duties, obligations and conditions of employment applicable to any member pursuant to any rules, regulations, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

Section 3: In accordance with N.J.S.A. 34:13A-5.3, proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Association before they are established.

Article XXVIII: Term of this Agreement

Section 1: This Agreement shall continue in full force and effect until December 31, 1991, or until a new substituted Agreement is negotiated and executed, whichever shall last occur. The parties agree that negotiations for a new Agreement shall commence in March, 1991, for successor Agreement, provided notice is given in writing by either party.

Section 2: The parties also agree that all benefits other than salaries can be negotiated throughout the term of this Agreement. Negotiations may be reopened upon request by either party after notice in writing to this reopeners request within thirty (30) days of its receipt. Negotiations may be reopened at any time prior to December 31, 1991.

Article XXIX: Civil Service Rules

Whenever there should appear to be a conflict between the terms of this Agreement and the Civil Service Law (N.J.S.A. 11:1-1, et seq.) or the Revised Civil Service Rules for the State of New Jersey (N.J.A.C. Title 4), the terms of the latter law and Rules shall prevail.

Article XXX: Killed in Line of Duty

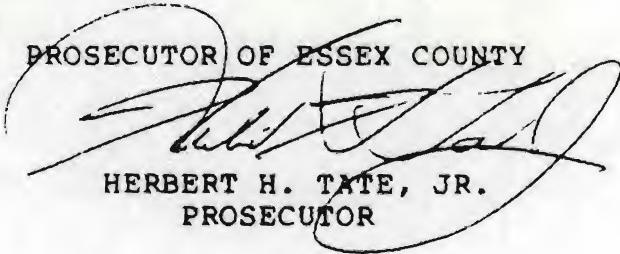
The spouse, children and/or estate, in that order, of any Detective or Investigator who is killed in the line of duty, shall receive the sum of twenty-five thousand dollars from the County of Essex for educational, vocational and/or emergent necessities as determined by the recipient.

Article XXX: Savings Clause

In the event that any Federal, State or County law or enactment having force of law or court decision shall cause invalidation of any article or section of this Agreement, all other articles and sections not so invalidated shall remain in full force and effect.

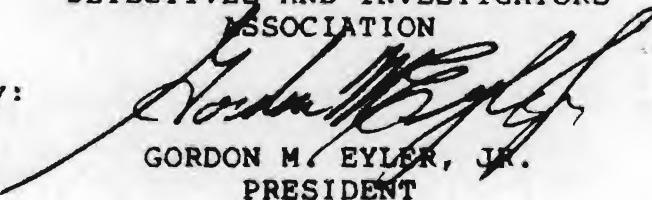
By:

PROSECUTOR OF ESSEX COUNTY


HERBERT H. TATE, JR.
PROSECUTOR

By:

ESSEX COUNTY PROSECUTOR'S
DETECTIVES AND INVESTIGATORS
ASSOCIATION


GORDON M. EYLER, JR.
PRESIDENT

Salary Schedule Effective December 1, 1989 - 41 Raise

(College Ad).

| TITLE | Range: | Inc. | Min. | Step 1 | Step 2 | Step 3 | Step 4 | Maximum | Raise | Inc. | Max. | % |
|-----------------|--------|------|-------|--------|--------|--------|--------|---------|-------|------|------|------|
| 1. Investigator | 17900 | 4301 | 22241 | 26502 | 30922 | 35263 | 39604 | 1523 | 3624 | 1298 | 604 | |
| 2. Lieutenant | 39604 | 4301 | 47916 | 52578 | 57229 | 62089 | 65549 | 1752 | 1939 | 1815 | 208 | |
| 3. Captain | 12250 | 4301 | 16916 | 21556 | 26263 | 30969 | 34676 | 52382 | 2015 | 4347 | 1997 | 998 |
| 4. Deputy Chief | 15600 | 6040 | 15500 | 20440 | 23396 | 27343 | 31291 | 65239 | 2317 | 4782 | 2178 | 1009 |
| | | | | | | | | 68239 | | | | |

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Salary Schedule Effective July 1, 1990, All Raise

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Salary Schedule Effective January 1, 1991, Page 11

BONNIE : Sal.

Salary Schedule Effective July 1, 1991 3% Raise

| TITLE: | Range: | Inc. | Min. | Step 1 | Step 2 | Step 3 | Step 4 | Maxima | Raise | Long. | 68 | 3% |
|-----------------|--------|-------|-------|--------|--------|--------|--------|--------|-------|-------|------|-------|
| 1. Investigator | 17900 | 3244 | 17900 | 23144 | 28388 | 33633 | 38877 | 44121 | 1285 | 1624 | 1200 | 684 |
| 2. Lieutenant | 13266 | 7699 | 12250 | 19949 | 27648 | 35146 | 43045 | 50744 | 1478 | 1939 | 1015 | 900 |
| 3. Captain | 13866 | 8001 | 13850 | 22751 | 31652 | 40554 | 49455 | 58356 | 1700 | 2347 | 1997 | 999 |
| 4. Deputy Chief | 15322 | 15500 | 25022 | 36146 | 46466 | 56788 | 67110 | 1955 | 4782 | 2178 | 1000 | 67110 |

College Adj.